

**PROGRAM AREA 6: TRAINING FOR LAW ENFORCEMENT AND COURT  
PERSONNEL  
PERFORMANCE MEASURES**

A	TYPE	#	MEASURE	OBJECTIVE	DEFINITION	REPORTING FORMAT
6	OP		Amount of JABG funds awarded for system improvement**	Increased organizational capacity	The amount of JABG funds in whole dollars that are awarded for System Improvement during the reporting period. Program records are the preferred data source.	Funds awarded to program for services
6	OP		1. Number and percent of law enforcement staff trained in preventing or controlling juvenile crime	Increase organizational capacity	Measure of system accountability based on the idea that properly trained staff can provide better service. Appropriate for programs providing or facilitating training for law enforcement staff or programs, such as police departments, utilizing law enforcement staff. Report the raw number of law enforcement staff to receive any formal training about preventing or controlling crime during the reporting period (include both training that offers general information about the topics and practical training). Include training from any source and using any medium as long as the training receipt can be verified. Include staff that started training during the reporting period even if the training did not conclude before the end of the reporting period. Percent is the raw number divided by the total number of law enforcement personnel in the pool from which those trained were selected. For example, if 10 law enforcement staff from a police department were trained, the total pool would be the law enforcement staff from the entire department.	a. Number of law enforcement staff trained: b. Number of law enforcement staff c. Percent (a/b)
6	OP		2. Number and percent of <u>court personnel</u> trained in preventing or controlling juvenile crime	Increase organizational capacity	Measure of infrastructure. Appropriate for programs providing or facilitating training for <u>court personnel</u> or programs, such as court, that utilize <u>court personnel</u> . Report the raw number of <u>court personnel</u> to receive any formal training about preventing or controlling crime during the reporting period (include both training that offers general information about the topics and practical training). Include training from any source and using any medium as long as the training receipt can be verified. Include staff that started training during the reporting period even if the training did not conclude before the end of the reporting period. Percent is the raw number divided by the total number of <u>court personnel</u> in the pool from which those trained were selected. For example, if 10 <u>law clerks</u> from the district court were trained, the total pool would be the total personnel serving the district court.	a. Number of <u>court personnel</u> trained b. Number of <u>court personnel</u> c. Percent (a/b)
6	OP		3. Number of hours of training offered to law enforcement staff	Increase organizational capacity	Measure of system accountability based on the idea that properly trained staff can provide better service. Appropriate for programs providing or facilitating training for law enforcement staff or programs, such as police departments, utilizing law enforcement staff. Report the raw number of hours of training offered to staff during the reporting period. Include in-house and external training and any training medium as long as it can be verified that the target staff were aware of the training opportunity and were able to avail themselves of it (e.g., the training was not cost prohibitive or offered at a time that conflicted with other necessary duties.) Include training that started during the reporting period even if it did not conclude before the end of the reporting period.	Number of hours of training offered to law enforcement staff

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6	OP		4. Number of hours of training offered to <u>court personnel</u>	Increase organizational capacity	Measure of system accountability based on the idea that properly trained staff can provide better service. Appropriate for programs providing or facilitating training for <u>court personnel</u> or programs, such as courts, that use <u>court personnel</u> . Report the raw number of hours of training offered to staff during the reporting period. Include in-house and external training and any training medium as long as it can be verified that the target staff were aware of the training opportunity and were able to avail themselves of it (e.g., the training was not cost prohibitive or offered at a time that conflicted with other necessary duties). Include training that started during the reporting period even if it did not conclude before the end of the reporting period.	Number of hours of training offered to <u>court personnel</u>
6	S-T OC		Number and percent of programs/initiatives employing best practices**	Improve program quality	Report on the number and percent of programs/initiatives employing best practices. Best practice models include program models that have been shown, through rigorous evaluation and replication, to be effective at preventing or reducing juvenile delinquency or related risk factors, such as substance abuse. Model programs can come from many valid sources (e.g., Blueprints, OJJDP's Model Programs Guide, SAMHSA's Model Programs, state model program resources, etc.).	a. Number of program/initiatives employing best practices b. Number of programs/initiatives c. Percent (a/b)
6	S-T OC		5. Number and percent of staff to rate the training received as helpful	Increase program support	Measure of program quality. Appropriate for programs offering training, whether directly or indirectly. Report the raw number of staff to rate the training as helpful. Programs will most likely need to use training evaluation forms. Programs do not need to report the specific rating level, just counts of people that found it at least minimally helpful. Percent is the raw number divided by the total number of training attendees.	a. Number of staff to rate training helpful b. Number of staff trained c. Percent (a/b)
6	S-T OC		6. Number and percent of staff trained who take additional courses on prevention and control of juvenile crime	Increase program support	Measure of staff involvement and interest in the topic. This is a proxy for training quality based on the idea that if a training was helpful, staff may elect to take additional training on the topic. Appropriate for programs, such as police departments or courts that use such staff or personnel. Report the number of staff to take at least a second or follow-up training on prevention and control of juvenile crime. Do not include mandatory retraining or refresher courses.	a. Number of staff to take more training b. Number of staff trained initially c. Percent (a/b)
6	S-T OC		7. Number and percent of sick days taken by law enforcement staff or <u>court personnel</u>	Increase program support	Measure of staff morale based on the idea that well-trained staff are happier in their jobs and, on average, less likely to take sick days. This is a proxy measure. Appropriate for programs, such as police departments or courts that use such staff or personnel, whose staff have received at least some training in crime prevention and control. Report the cumulative number of sick days taken during the reporting period. Percent is the cumulative number divided by the total number of possible workdays during the reporting period.	a. Number of sick days taken b. Number of workdays possible c. Percent (a/b)
6	S-T OC		8. Number and percent of days law enforcement staff or <u>court personnel</u> are late to work	Increase program support	Measure of staff morale based on the idea that well-trained staff are happier in their jobs and, on average, more likely to arrive for work on time. This is a proxy measure. Appropriate for programs, such as police departments or courts, whose staff have received at least some training in crime prevention and control. Report the cumulative number of late arrivals during the reporting period. Percent is the cumulative number divided by the total number of possible workdays during the reporting period.	a. Number of days staff were late to work b. Number of workdays possible c. Percent (a/b)

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6	S-T OC		9. Number and percent of law enforcement staff or <u>court personnel</u> rated as improved by supervisors	Increase program support	Measure of training benefit based on the idea that properly trained staff will perform better in their jobs. Appropriate for programs, such as police departments or courts, whose staff have received at least some training in crime prevention and control. Report the raw number of law enforcement staff or <u>court personnel</u> to receive either the highest possible rating or an improved rating on the staff evaluations with regard to their general performance. If the evaluation has a place to rate knowledge or implementation of new concepts covered in the trainings, that category should be used in place of a general performance category. Percent is the raw number divided by the total number of such staff evaluated during the reporting period.	a. Number of staff improved b. Number of staff c. Percent (a/b)
6	S-T OC		10. Number and percent of law enforcement staff or <u>court personnel</u> to leave the office/unit	Improve program support	Measure of staff satisfaction based on the idea that staff training can positively impact staff turnover. This is a proxy measure. Appropriate for programs, such as police departments or courts, whose staff have received at least some training in crime prevention and control. Report the raw number of staff to leave the program during the reporting period. Do not include staff that were promoted out of the program. Percent is the raw number divided by the staff positions in the staff pool. For example, if 10 <u>law clerks</u> from the district court were trained, the total pool would be the total personnel serving the district court.	a. Number of staff to leave the program b. Total number of staff c. Percent (a/b)
6	I-T OC		<b>Number and percent of eligible youth served using Graduated Sanctions approaches**</b>	<b>Improve program activities</b>	An unduplicated count of the number of youth served using a graduated sanctions approach by the program during the reporting period. Definition of the number of youth served for a reporting period is the number of program youth served during any part of the reporting period using a graduated sanctions approach. To calculate the percentage, divide the number above by the total number of youth served during the reporting period. Program records are the preferred data source.	a. Number of youth admitted to <u>graduated sanctions</u> program b. Number of youth admitted into any grantee program c. Percent (a/b)
6	I-T OC		<b>Number and percent of youth with whom a best practice was used**</b>	<b>Improve program quality</b>	The number and percent of youth with whom a best practice was used. Best practice models include program models that have been shown, through rigorous evaluation and replication, to be effective at preventing or reducing juvenile delinquency or related risk factors, such as substance abuse. Model programs can come from many valid sources (e.g., Blueprints, OJJDP's Model Programs Guide, SAMHSA's Model Programs, state model program resources, etc.).	a. Number of youth with whom a best practice is used b. Number of youth c. Percent (a/b)
6	I-T OC		11. Number of staff/youth conflicts	Improve program effectiveness	Measure of program operations. Based on the idea that staff training can improve operation and reduce conflict. Appropriate for programs, such as police departments or courts, whose staff have received at least some training in crime prevention and control. Report the raw number of conflicts between staff and youth recorded within the program. For example, this may include conflicts that result in youth punishment or revocations or staff reprimands or demerits.	Number of staff/youth conflicts
6	I-T OC		12. Number of staff reprimands	Improve program quality	Measure of program operations. Based on the idea that well-trained staff will receive fewer reprimands. Appropriate for programs, such as police departments or courts, whose staff or personnel have received at least some training in crime prevention and control.	Number of staff reprimands

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					Report the number of reprimands recorded during the reporting period. Reprimands include things like notes in staff files, meetings with supervisors to discuss problematic behaviors, and changes in duties based on problematic performance.	
6	I-T OC		13. Number of complaints about staff filed by youth	Improve program quality	Measure of program operations. Based on the idea that well-trained staff will receive fewer complaints. Appropriate for programs such as police departments or courts, whose staff or personnel have received at least some training in crime prevention and control. Report the number of complaints recorded during the reporting period. Include only formal complaints filed or for which the filing process was started.	Number of complaints about staff filed by youth
6	I-T OC		14. Number and percent of policies based on a <u>public health approach</u> to crime control and prevention	Improve planning and development	Measure of program quality based on the idea that current research shows the value of <u>public health approaches</u> to crime control and prevention. Appropriate for any grantee under this purpose area. Report the number of policies, rules, or regulations that incorporate public health ideals and approaches. Percent is the number of policies, rules, or regulations filed during the reporting period.	a. Number of policies that incorporate public health approaches b. Number of policies filed c. Percent (a/b)
6	L-T OC		<b>Number and percent of program youth who reoffend</b>	<b>Reduce delinquency</b>	The number and percent of program youth who were rearrested or seen at juvenile court for a new delinquent offense. Appropriate for any youth-serving program. Official records (police, juvenile court) are the preferred data source.	a. Number of youth with a new offense b. Number of youth in program c. Percent (a/b)

**JUVENILE ACCOUNTABILITY BLOCK GRANTS PERFORMANCE MEASURE KEY**

**Short Term:** Occurs during or by the end of the program.  
**Intermediate term:** Occurs once program enters maintenance phase (applies only to system improvement programs)  
**Long Term:** Occurs 6 months to 1 year after program completion/or program enters maintenance phase.

**Bold:** Mandatory measure.  
**Bold\*:** Mandatory for direct service programs only.  
**Bold\*\*:** Mandatory for system change programs only.

**OP:** Output  
**S-T OC:** Short-Term Outcome  
**I-T OC:** Intermediate-Term Outcome  
**L-T OC:** Long-Term Outcome